

February 23, 2016

**Santa Rosa and  
Petaluma****Progress on Scheduling  
and Categories of  
Employees, but no  
agreement**

Our committees in both Petaluma and Santa Rosa spent much of their time bargaining with the employer over the contract language around scheduling and which categories of employees exist (full time, part time, relief).

However, despite progress made on both topics, we were unable to reach an agreement on either. The last major sticking points are:

- Ending the variable shift designation
- Building schedules by seniority.
- Guaranteeing adequate rest between shifts when workers need it, including no longer forcing workers to take call between shifts.

**Union proposes limited  
pay for bargaining  
committees**

At both hospitals we have proposed that when our elected bargaining committee members attend bargaining during their scheduled shift they should be paid by the hospital. We did not propose pay for time spent on bargaining outside of work.

**Bargaining Dates****Petaluma Valley**

Tuesday, March 8, 9 a.m., Location TBD

**Santa Rosa Memorial**

Wednesday, March 9, 9 a.m. Location TBD

**St. Joseph Health System  
Bargaining Update**

Santa Rosa Memorial Hospital • Petaluma Valley Hospital

**Santa Rosa****Management proposal on wages: Still looks like a  
decrease in overall compensation**

The boss put a new wage proposal on the table — a total of 7% over three years in wage increases. Their old proposal was 6% over three years, so this was almost no change. Combined with their proposals to make health insurance worse and cut benefits, many workers may stand to lose take-home pay under the employer's proposal. The only response from our committee on February 18 was to tell the employer they need to make a better offer if they want to reach an agreement — this offer would do nothing to catch up to Sutter or Kaiser.

**Union proposes major improvements in overtime**

Our committee presented a big overhaul of the Hours of Work and Overtime article in our contract. We propose:

- For eight-hour shifts, overtime should start after 40 hours in a week, not 80 in a pay period, but individual workers could elect to work a 6/4 schedule without incurring overtime when it makes sense for the worker.
- Shift differentials should be multiplied by 1.5 when calculating overtime.
- The day divide should end, and the employer should look at retroactive pay like they did for nurses.
- Cases like short staffing and planned procedures are not a valid basis for mandatory overtime — it should only be mandatory when there is an unforeseen emergency.

**Categories of employees and scheduling**

Bargaining at both hospitals focused on completing contract language around categories of employees as well as scheduling practices. Progress was made, but some areas of disagreement remain:

- Relief employee availability
- How to convert relief employees to full-time employees
- Use of seniority in scheduling
- Variable shift vs. having a home shift
- Hiring of temps vs. providing additional work to part-time or relief workers

**Petaluma****Management: no proposal on wages, health, benefits**

Despite bargaining for eight months, management has still failed to put a single economic proposal on the table — even though they have put economic proposals on the table in Santa Rosa and Eureka, including on February 18 in Santa Rosa, just two days after Petaluma bargaining! They claim the reason is because there are more non-economics to bargain, but Santa Rosa is in the same position, so it looks like they just aren't working very hard.

**Union gets closer on education, training opportunities**

Our committee put forward a revised proposal on the hospital's education and training policies, looking to bring PVH in line with Santa Rosa on the Education Reimbursement policy and the Continuing Education policy. Workers would have access to up to five paid leave days per year for continuing education.

Our committee also proposed that opportunities for training or additional certifications be offered in a way that is fair and transparent — management would not be able to pick who gets extra training.